

Dec. 8, 2016 1:00PM

No. 0878 P. 1/1

## SMITHFIELD EMPLOYEE WARNING NOTICE

NAME: <b>SARA NAMPUG</b>	CLOCK NO: <b>4009111</b>	DEPT: <b>19D</b>	DATE: <b>12/08/16</b>
Details of Violation & Work Rule #			
<b>WR# 13. Excessive Absenteeism</b>			
<b>See Attached</b>			
<input type="checkbox"/> Verbal Warning <input type="checkbox"/> Written Warning <input checked="" type="checkbox"/> Suspension <b>3 days</b> <input type="checkbox"/> Discharge <input type="checkbox"/> Other: <b>Final</b> <input type="checkbox"/> Union Stipend <input type="checkbox"/> Other: <b>None</b>			
<input checked="" type="checkbox"/> Failure to improve performance will result in further disciplinary action up to and including termination.			
<b>X Keel</b> Manager or Supervisor's Signature		<b>Dee Hillberg</b> Others in Meeting	

## SMITHFIELD EMPLOYEE WARNING NOTICE

NAME: <b>SARA NAMPUG</b>	CLOCK NO: <b>4009111</b>	DEPT: <b>19D</b>	DATE: <b>12/08/16</b>
Details of Violation & Work Rule #			
<b>WR# 15. Abusive Language, Combative Behavior</b>			
<b>Failure to co operate</b>			
<b>Excessive Absenteeism</b>			
<b>Called Supervisor "Racist"</b>			
<b>Excessive Absenteeism</b>			
<input type="checkbox"/> Verbal Warning <input type="checkbox"/> Written Warning <input checked="" type="checkbox"/> Suspension <b>3 days</b> <input type="checkbox"/> Discharge <input type="checkbox"/> Other: <b>Final</b> <input type="checkbox"/> Union Stipend <input type="checkbox"/> Other: <b>None</b>			
<input checked="" type="checkbox"/> Failure to improve performance will result in further disciplinary action up to and including termination.			
<b>X Keel</b> Manager or Supervisor's Signature		<b>Dee Hillberg</b> Others in Meeting	



-0260-

App. Tab

P

exhibitsticker.com

-001-

Smithfield Employee Warning Notice

met Copy - White  
 Supervisory Copy - Yellow  
 Employee Copy - Pink  
 Union Copy - Golden

NAME: SALA NAAMBWE CLOCK NO.: 4009117 DEPT.: 19D DATE: 12/08/16

Details of Violation & Work Rule #  
WR #15, Abusive Language, Combative behavior  
Failure to co-operate  
- Screaming obscenities at each other  
- Called Supervisor Racist  
Refused to have face-to-face communication

Return to Work: 12/12

☐ Verbal Warning  
☒ Written Warning  
☐ Suspension 7 days  
☐ Discharge  
☒ EAP Referral

Union Steward: BJ Morley

☒ Failure to improve performance will result in further disciplinary action up to and including termination.

Manager or Supervisor's Signature: [Signature] Others in Meeting: Dave Hillberg

FORM 231 03/15/16 Sanders Printing Co.

Reduced to written for grievance.

Smithfield Employee Warning Notice

met Copy - White  
 Supervisory Copy - Yellow  
 Employee Copy - Pink  
 Union Copy - Golden

NAME: SALA NAAMBWE CLOCK NO.: 4009117 DEPT.: 19D DATE: 12/08/16

Details of Violation & Work Rule #  
WR #13 Excessive Absenteeism  
See attached

Return to Work: 12/10

☐ Verbal Warning  
☐ Written Warning  
☒ Suspension 7 days  
☐ Discharge  
☒ EAP Referral

Union Steward: BJ Morley

☒ Failure to improve performance will result in further disciplinary action up to and including termination.

Manager or Supervisor's Signature: [Signature] Others in Meeting: Dave Hillberg

FORM 231 03/15/16 Sanders Printing Co.

Gary Leger

Monday 12/05

- o Start person on the line, sent Lorena over
- o 5 minutes later Sala would not open sacks
  - Sala went on and on, I have seniority, kept asking her over who?
  - Sala would not pick from open jobs, said ok enough, assigned her a job on the Hand line, Sala said OK
  - Did not Tell Sala to get the fuck over there

Sala: N

1

